

SECTION 15

HUMAN RESOURCES

Community College Employees

Employees of Iowa Community Colleges, as reported on the Management Information System (MIS) for Fiscal Year 2007, total 13,026, which includes Administrative, Instructional, Professional, Secretarial & Clerical, and Service. Some employees are included in more than one reporting category, for example an administrator may also teach a course. The Management Information Systems (MIS) data does not include employees teaching only non-credit courses for community colleges.

Employee Positions

Fiscal Year 2007 reports Full-Time positions of 5,237 (40.02%), Part-Time 2,897 (22.24%), Temporary/Seasonal 542 (4.16%), and Adjunct 4,350 (33.39%). Of the total 13,026 positions, Administrative total 188 (1.44%), Instructional 6,711 (51.52%), Professional 2,415 (18.54%), Secretarial & Clerical 2,186 (16.78%), and Service 1,526 (11.72%).

Table 51

TOTAL EMPLOYEE POSITIONS BY CLASSIFICATION* FISCAL YEAR 2003 TO FISCAL YEAR 2007

Fiscal Year	Position Employment Type	Administrative	Instructional	Professional	Secretarial & Clerical	Service	Total
2003	Full-Time	134	1,977	1,564	992	485	5,152
	Part-Time	1	344	410	1,500	885	3,140
	Temp./Seasonal	0	136	291	386	317	1,130
	Adjunct	0	4,528	6	4	5	4,543
	Total	135	6,985	2,271	2,882	1,692	13,965
2004	Full-Time	125	1,943	1,577	985	483	5,113
	Part-Time	1	344	690	1,732	1,033	3,800
	Temp./Seasonal	0	0	0	211	249	460
	Adjunct	0	4,812	2	2	0	4,816
	Total	126	7,099	2,269	2,930	1,765	14,189
2005	Full-Time	134	1,866	1,657	937	474	5,068
	Part-Time	2	521	602	954	776	2,855
	Temp./Seasonal	0	15	9	254	296	574
	Adjunct	0	5,150	19	18	27	5,214
	Total	136	7,552	2,287	2,163	1,573	13,711
2006	Full-Time	175	1,966	1,635	910	439	5,125
	Part-Time	0	389	679	939	786	2,793
	Temp./Seasonal	1	31	12	216	277	537
	Adjunct	0	4,545	6	15	3	4,569
	Total	176	6,931	2,332	2,080	1,505	13,024
2007	Full-Time	185	1,964	1,707	943	438	5,237
	Part-Time	3	404	678	1,019	793	2,897
	Temp./Seasonal	0	18	19	216	289	542
	Adjunct	0	4,325	11	8	6	4,350
	Total	188	6,711	2,415	2,186	1,526	13,026

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

Note: *Number of individuals is less than the number of positions.

Table 52

TOTAL EMPLOYEE POSITION CLASSIFICATION PERCENTAGE FISCAL YEAR 2003 TO FISCAL YEAR 2007						
Fiscal Year	Percentage Administrative	Percentage Instructional	Percentage Professional	Percentage Secretarial & Clerical	Percentage Service	Percentage Total
2003	0.97%	50.01%	16.26%	20.64%	12.12%	100.00%
2004	0.89	50.03	15.99	20.65	12.44	100.00
2005	0.99	55.08	16.69	15.77	11.47	100.00
2006	1.35	53.22	17.90	15.98	11.55	100.00
2007	1.44	51.52	18.54	16.78	11.72	100.00

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

Employee Degrees

During Fiscal Year 2007, 1,204 of full-time instructors had masters degrees or higher (58.93%), 424 had a baccalaureate degree (20.75%), and 208 had an associate degree (10.18%).

Table 53

FULL-TIME INSTRUCTIONAL EMPLOYEE DEGREES FISCAL YEAR 2003 TO FISCAL YEAR 2007					
Degree	Fiscal Year 2003	Fiscal Year 2004	Fiscal Year 2005	Fiscal Year 2006	Fiscal Year 2007
Doctorate	159	163	154	166	168
Ed. Special	16	13	9	16	14
Masters	999	985	928	998	1,022
Bachelors	454	446	385	432	424
Associate	202	196	161	199	208
Diploma	62	65	58	56	60
Certificate	16	19	10	16	22
High School	47	42	23	37	36
Non-Graduate	8	0	0	1	2
Not Provided	14	14	138	45	61
Total	1,977	1,943	1,866	1,966	1,994

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

Note: Total full-time instructional employee degrees does not equal total instructional positions because some instructional employees may be employed by more than one institution.

During Fiscal Year 2007, 18.28% (34) of full-time administrators had doctorate degrees and 33.33% (62) had masters degrees.

Table 54

**FULL-TIME ADMINISTRATIVE EMPLOYEE DEGREES
FISCAL YEAR 2003 TO FISCAL YEAR 2007**

Degree	Fiscal Year 2003	Fiscal Year 2004	Fiscal Year 2005	Fiscal Year 2006	Fiscal Year 2007
Doctorate	40	38	35	34	34
Ed. Special	7	5	8	8	7
Masters	64	54	53	85	62
Bachelors	21	25	23	39	25
Associate	0	0	0	0	1
Diploma	1	1	0	0	1
Certificate	0	0	0	0	0
High School	1	1	1	0	0
Non-Graduate	0	0	0	0	1
Not Provided	0	1	14	9	55
Total	134	125	134	175	186

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

Employee Age

Fiscal Year 2007 data reports 2,931 (24.20%) of Iowa Community College employees are over the age of 55. The largest percentage is the age range of 40-55, which is 40.22% (Table 55 and Table 56). Note: Age is calculated as of July 1st.

Table 55

EMPLOYEE AGE, FISCAL YEAR 2003 TO FISCAL YEAR 2007

Fiscal Year	17 & Under	18-22	22-26	27-30	31-39	40-55	Over 55	Unknown	Total
2003	76	1,309	676	737	2,021	5,202	2,254	38	12,313
2004	67	1,296	697	743	2,035	5,132	2,353	179	12,502
2005	38	1,081	679	735	2,024	5,050	2,619	72	12,298
2006	32	884	584	714	1,968	4,938	2,723	24	11,867
2007	30	966	549	762	1,920	4,819	2,891	14	11,951

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

Table 56

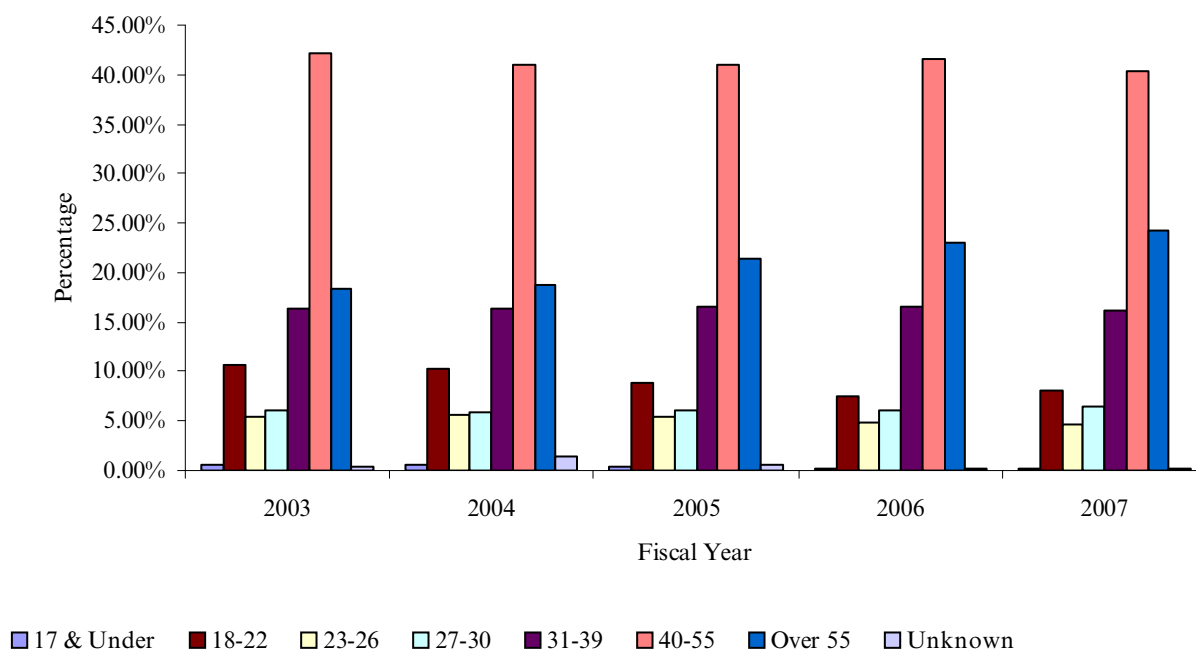
EMPLOYEE AGE PERCENTAGE, FISCAL YEAR 2003 TO FISCAL YEAR 2007

Fiscal Year	17 & Under	18-22	22-26	27-30	31-39	40-55	Over 55	Unknown
2003	0.62%	10.63%	5.49%	5.99%	16.41%	42.25%	18.30%	0.31%
2004	0.54	10.37	5.58	5.94	16.27	41.05	18.82	1.43
2005	0.31	8.79	5.52	5.98	16.45	41.06	21.30	0.59
2006	0.27	7.45	4.92	6.02	16.58	41.61	22.95	0.20
2007	0.25	8.08	4.59	6.38	16.07	40.32	24.19	0.12

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

Figure 12

**EMPLOYEE AGE PERCENTAGE
FISCAL YEAR 2003 TO FISCAL YEAR 2007**



Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

Employee Racial/Ethnic Background

Hispanics comprise the fastest growing segment of the community college workforce, increasing 64.52% from Fiscal Year 2003 to Fiscal Year 2007. Total minority employees have increased 34.00% during the five year period. The number of employees decreased from Fiscal Year 2003 to Fiscal Year 2007 in the American Indian and Asian racial/ethnic groups while the Black and Hispanic racial/ethnic groups have increased.

Table 57

**EMPLOYEE RACIAL/ETHNIC BACKGROUND
FISCAL YEAR 2003 TO FISCAL YEAR 2007**

Fiscal Year	American Indian	Asian	Black	Hispanic	White	Unknown No Response	Total
2003	31	161	184	124	10,514	1,299	12,313
2004	27	172	217	139	10,493	1,454	12,502
2005	27	142	240	161	10,578	1,150	12,298
2006	28	136	248	189	10,446	820	11,867
2007	39	153	274	204	10,501	780	11,951

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

Table 58

EMPLOYEE RACIAL/ETHNIC PERCENTAGE FISCAL YEAR 2003 TO FISCAL YEAR 2007						
Fiscal Year	American Indian	Asian	Black	Hispanic	White	Unknown No Response
2003	0.25%	1.31%	1.49%	1.01%	85.39%	10.55%
2004	0.22	1.38	1.74	1.11	83.93	11.62
2005	0.22	1.15	1.96	1.31	86.01	9.35
2006	0.24	1.15	2.09	1.59	88.02	6.91
2007	0.33	1.28	2.29	1.71	87.86	6.53

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

Table 59

IOWA COMMUNITY COLLEGE RATE OF GROWTH OF MINORITY EMPLOYEE POPULATIONS, FISCAL YEAR 2003 TO FISCAL YEAR 2007		
Minority Employee Population	Fiscal Year 2003 to Fiscal Year 2007 Employee Change	Percentage Change
American Indian	8	25.81%
Asian	-8	-4.97
Black	90	48.91
Hispanic	80	64.52
Total Minority Growth	170	34.00

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

Employee Gender

Males comprise 4,869 (40.79%) and females 7,067 (59.21%) of total employees of 11,936 in Fiscal Year 2007. This trend has remained fairly constant over the past five years with male employees ranging from 40.78% to 41.51% and female employees ranging from 58.48% to 59.21% of total employees (Table 60 and Figure 13).

Table 60

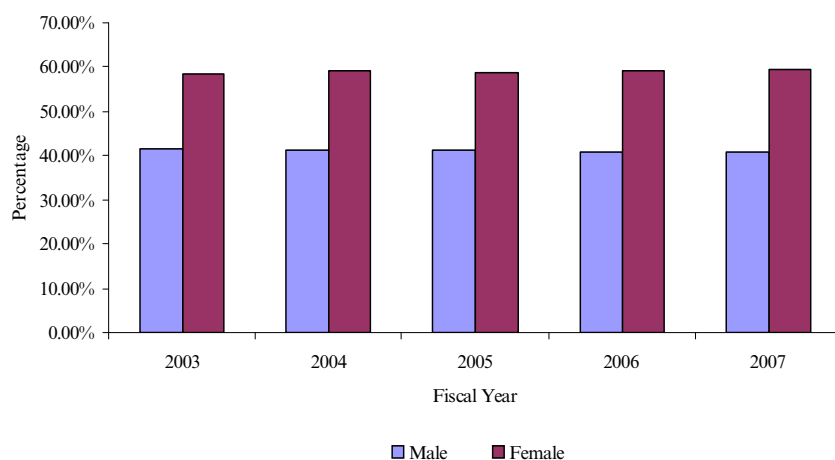
EMPLOYEE GENDER PERCENTAGE, FISCAL YEAR 2003 TO FISCAL YEAR 2007					
Fiscal Year	Male	Percent Male	Female	Percent Female	Total *
2003	5,111	41.51%	7,201	58.48%	12,313
2004	5,129	41.03	7,369	58.94	12,502
2005	5,060	41.15	7,208	58.61	12,298
2006	4,839	40.78	7,009	59.06	11,867
2007	4,869	40.79	7,067	59.21	11,936

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

*Unknown included in the total, but not shown above. Fiscal Year 2002, Unknowns totaled 2 (0.02%); in Fiscal Year 2003, Unknowns totaled 1 (0.01%); in Fiscal Year 2004, Unknowns totaled 4 (0.03%); Unknowns totaled 30 (0.24%) in Fiscal Year 2005; and in Fiscal Year 2006, Unknowns totaled 19 (0.16%). In 2007, Unknowns totaled 15 (0.13%).

Figure 13

**EMPLOYEE GENDER PERCENTAGE
FISCAL YEAR 2003 TO FISCAL YEAR 2007**



Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.
 *Unknown included in the total, but not shown above. Fiscal Year 2002, Unknowns totaled 2 (0.02%);
 in Fiscal Year 2003, Unknowns totaled 1 (0.01%); in Fiscal Year 2004, Unknowns totaled 4 (0.03%);
 Unknowns totaled 30 (0.24%) in Fiscal Year 2005; and in Fiscal Year 2006, unknowns totaled 19 (0.16%).
 In 2007, unknowns totaled 15 (0.13%).

Salaries Full-Time Instructional

The average base salary for Full-Time Instructional employees reported by community colleges is \$43,906 for Fiscal Year 2007. Iowa community college base salary is a 9-month teaching contract. In addition to the Management Information System (MIS), there are a number of other state and federal reports that publish faculty salaries; variances across these reports are due to differences in factors (i.e., definitions, classification systems, and contract periods).

Table 61

**AVERAGE BASE SALARY FULL-TIME (9-MONTH) INSTRUCTIONAL POSITION
FISCAL YEAR 2003 TO FISCAL YEAR 2007**

Fiscal Year	Number of Full-Time Instructional Positions	Average Base Salary
2003 *	1,977	\$40,028
2004 **	1,943	\$41,825
2005***	1,866	\$40,816
2006	1,966	\$43,789
2007	1,964	\$44,876

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.
 *Two colleges did not report base salary. Those two colleges had employees totaling 171, which were included in the "Number of Full-Time Instructional Positions" above. Average Base Salary was calculated based on the 13 community colleges reporting base salary.
 **Two colleges did not report base salary. Those two colleges had employees totaling 178, which were included in the "Number of Full-Time Instructional Positions" above. Average Base Salary was calculated based on the 13 community colleges reporting base salary.
 ***One college did not report base salary. That college had employees totaling 135, which were included in the "Number of Full-Time Instructional Positions" above. Average Base Salary was calculated based on the 14 community colleges reporting base salary.

Comparison of Iowa and National Salaries

According to the following table, In FY 2006 Iowa community college full-time faculty members are paid on average 81.87% of the national average for two-year public institutions.

Table 62

**COMPARISON OF IOWA AND NATIONAL SALARIES AVERAGE FULL-TIME FACULTY
MEMBERS IN PUBLIC FOUR-YEAR AND PUBLIC TWO-YEAR INSTITUTIONS
FISCAL YEAR 2003 TO FISCAL YEAR 2007**

Fiscal Year	Almanac Issue	Iowa 2-Year Public Institutions	National 2-Year Public Institutions
1996	1998 & 1999*	\$35,726	\$43,295
1998	2000 & 2001*	\$37,460	\$45,919
1999	2002	\$38,334	\$47,285
2000	2003 & 2004*	\$38,950	\$48,240
2002	2005	\$40,431	\$50,837
2004	2006	\$42,624	\$53,080
2005	2007	\$43,675	\$53,932
2006	2008	\$44,943	\$54,895

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

*Chronicle of Higher Education Almanac issue repeated previous year data; therefore data for all fiscal years is not available.
